



JOB TITLE: Consulting – Manager (2 POSTS)

Haile Selassie Rd, Dar es Salaam, Tanzania

Full-time

Deloitte Tanzania has two exciting opportunities for suitably qualified individuals to join our Consulting department as **Managers**.

About the department

Deloitte's Consulting is about making positive change happen. If you're ready to innovate and transform, Deloitte can help you imagine, deliver, and run your future. Consulting helps guide clients to the best possible business decisions. Whether they're facing a specific problem or grasping new opportunities, from technology innovations to operational transformation. You'll help them shape the ideas, strategies and actions they need to succeed, now and for an ever-more-digital future. You'll work collaboratively on every project. And have opportunities to work with all kinds of organizations, from start-ups to government departments to major international brands. Developing a wide set of skills and knowledge, your career will be as fascinating and rewarding as it is impactful.

What impact will you make?

At Deloitte we have a clear purpose, to make an impact that matters to our clients, our colleagues and our communities while you thrive in a dynamic culture of inclusion, collaboration and high performance. From professional development to leadership opportunities and career advancement, we empower our people to be their very best - because that's how you make an impact.

Main purpose of the job

To effectively manage assigned projects and teams and pursue business to meet assigned revenue targets. To promote our leadership capabilities which are living our purpose, influence, performance drive, strategic direction and talent development.

Job Description

1. Support the Partner on delivery of designated engagement / project, managing the implementation of the agreed deliverables.

- Track outputs against Service Level Agreement and reports to Senior Manager on any unforeseen issues arising;
- Seeks to identify additional sales opportunities in client business;
- Assists in the preparation of proposals/tenders and presentations on request;
- Is a support resource in planning of sales presentations and client negotiation teams for new and retained business;
- Develops market network in business and builds relationships that generates leads;
- Builds relationships across Deloitte service lines to understand broader offerings and seeks opportunities for cross-selling and;
- Generates innovative solutions on projects / engagements in collaboration with team members to enhance / renew service offerings to client.

2. Manages engagement budgets through accurate budgeting, cost control and profitability management.

- Monitors that time and expenses on engagement are accurately recorded and submitted weekly.

3. Teams with others to produce high quality work to ensure a superior client experience.

- Prepares project plans to meet objectives within established budget and timelines and recognizes when plans should be adjusted to meet objectives;
- Develops budget, scope and staffing recommendations based on understanding of client budget and project economics;
- Communicates business objectives and desired outcomes to guide the work of others;
- Fosters a team environment that builds accountability for and commitment to meeting engagement objectives;
- Ensures that team's work meets quality assurance standards and that all relevant risks have been identified and appropriately addressed and;
- Prioritizes tasks of the team based on relative importance, delegating to the right resource, based on role, experience and skill level.

4. Comprehends how the client's business works and keep up-to-date on industry/sector trends and leading practices.

- Identifies relevant business trends, economic forces, and industry practices and can confidently discuss with the client;
- Builds personal brand and supports eminence building in chosen industry/sector and;

- Leverages knowledge of solutions and past experiences with other clients to support sales pursuits and drive new business.

5. Identifies and solve problems objectively using analysis, experience and judgment.

- Conducts hypothesis testing to clarify the problem and its root causes;
- Interprets and synthesizes data, exercises professional skepticism to challenge data, and identifies meaningful insights to develop recommendations that most effectively support a client's business objectives;
- Maintains expert knowledge in the use of data, service line innovation, benchmarks, and business metrics to make critical decisions and;
- Provides a vision for deliverables; validates team's analysis and recommendations in context of broader project.

6. Incorporates financial information when evaluating business opportunities and making recommendations.

- Assesses the financial aspects of business opportunities; identifies and quantifies financial and non-financial benefits of proposed solutions;
- Recommends solutions applying sound financial acumen, demonstrated through analysis of impact on ROI, utility, revenue, profit and loss estimates, and other financial indicators as appropriate and;
- Manages financials of client engagements ensuring project profitability.

7. Identifies and transforms opportunities into solutions that drive business value for our clients.

- Isolates the underlying business issue and takes ownership of the solution outcomes;
- Adapts to changing direction by aligning the strategic vision with proposed solutions throughout a project's duration;
- Adapts preconfigured solutions to fit the problem and context of the client and leverages SMEs, Methods & Tools, and eminence to enhance recommendations and;
- Scans for business development/add-on sales opportunities; organizes these efforts under the direction of others.

8. Develops relationships, establish credibility with and instill confidence in clients.

- Tells a story and advocates for a position with clarity and conviction ;
- Understands the larger ecosystem within which the client operates; uses to facilitate discussions about potential solutions to the client's most pressing business problems;
- Establishes and maintains relationships with clients beyond immediate project needs and uses to gain beneficial insights and drive impact; has a 'seat at the table';
- Masters executive-level written and oral communications; creates logically-structured, executive-facing deliverables and;
- Maintains a calm, professional demeanor when challenges arise.

9. Leverages cross-geography insights and practitioners to enhance client service delivery.

- Recognizes the importance of a diversity of thought within engagement teams;
- Builds a global network of subject matter experts within chosen sector and leverages global collateral to support sales pursuits and engagements;

- Manages effectively across cross-geography teams, flexing to cultural differences and shared view on project quality, objectives and outcomes and;
- Actively seeks out new experiences and maintains intercultural empathy.

10. Articulates how technology enables and differentiates the business and communicate this effectively to clients.

- Contributes to client's technology agenda based on emerging business and technology trends, competitor landscape, and leading practices within functional or sector domain;
- Assesses client business / technical landscape and surfaces courses of action; appreciates the larger ecosystem required to solve a problem;
- Recognizes opportunities for broader business / technology offerings across Consulting and connects the services network appropriately and;
- Collaborates with SMEs and technologists to translate business needs to technical requirements and can articulate technology enablers to a non-technical audience.

Qualifications

- A Bachelor's degree from a recognized university;
- Master's degree is desired;
- A minimum of 5 years' working experience;
- At least 3 years' experience in a professional services firm, client facing role is an added advantage;
- Professional certifications are an added advantage (e.g. PMP, Prince2, or technology certifications e.g. ITIL, TOGAF, SAP, Azure, AWS, OCI, and);
- Be a Tanzanian citizen

We are an equal opportunity employer and do not ask individuals to pay any fees or money as part of the recruitment process.

Closing date: 17 July 2022

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